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ABSTRACT
This annotated bibliography contains materials related to such topics as: (1) worker characteristics and factors influencing success in jobs; (2) student characteristics and attitudes as predictors of job success; and (3) techniques of communicating information to students in order to help them make career choices. The materials cited represent research studies and descriptions of programs and procedures. Sources used include journal articles, ERIC materials, books, and doctoral dissertations. The materials date from 1963 to 1970. (Author/EK)

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MATCHING STUDENTS AND CAREERS

A BIBLIOGRAPHY

June 1970

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INTRODUCTION

This bibliography is designed to suggest materials related to helping students make occupational choices. Included are materials related to such topics as worker characteristics and factors influencing success in jobs, student characteristics and attitudes as predictors of job success, and techniques of communicating information to students in helping them make career choices. The materials cited in this bibliography represent both research studies and descriptions of programs and procedures. Sources identified in this bibliography include ERIC materials, journal articles, doctoral dissertations and books. Selectivity has been exercised in the development of this bibliography. The items included have been selected because they are high quality, comprehensive descriptions of research and programs.

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BIBLIOGRAPHY

1. Bartlett, Willis Edward. PSYCHOLOGICAL NEEDS AND VOCATIONAL MATURITY OF MANPOWER TRAINEES. Ohio State University, Columbus, 1967. (ED 027 499 University Microfilms Order No. 68-2950)

   It was concluded that: the VM scale seems related to achievement and dominance needs; vocational maturity differs among various skill areas; in view of the great overlapping of psychological needs scales from one skill area to another, a trainee's needs could apparently be met through his being in almost any skill area; the VM scale is apparently related to the last grade completed in school; trainees with psychological characteristics compatible with deference to classroom activities continue after the first month, while other trainees do not.

2. Cooley, W.W. & Hummel, R.C. "Systems Approaches in Guidance", Review of Educational Research, April, 1969, 39(2), pp. 251-262.

   Included are: (1) an overview of the systems approach and how it differs in perspective from traditional research, (2) a review of three systems approaches in guidance, (3) a brief summary of a few other efforts in this general area, and (4) projections for the future.

3. "Counseling Technology", EDUCATIONAL TECHNOLOGY, 1969, 9(3).

   This entire issue is devoted to innovations in counseling including computer applications, career simulation, and career development programs.

4. COUNSELOR'S DESK AID: EIGHTEEN BASIC VOCATIONAL DIRECTIONS. SUMMARY INFORMATION. Bureau of Employment Security (Dept. of Labor), Washington, D.C. 1967. (ED 027 379: MF-0.75, HC-6.85, 135p.)

   Vocational counselors in schools, rehabilitation agencies, etc., should also find these publications useful. In addition to occupational information in capsule form, the "Desk Aid" contains sample worksheets and checklists for use with individual counselees.

5. COUNSELOR'S HANDBOOK: I, COUNSELOR'S INTERVIEWING GUIDES IN INDIVIDUAL APPRAISAL: II, COUNSELEE APPRAISAL PATTERNS RELATED TO FIELDS OF WORK, U.S. Dept. of Labor, Washington, D.C. 1967. (Available from Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20202, $3.00)

   Part I includes guides for appraising individual characteristics such as interests, temperament, educational development, and aptitudes, to help the counselee learn about himself. Part II includes guidelines for appraising individual characteristics as they related to the 18 fields of work (occupational clusters) which help the counselee learn about the world of work.

6. DEVELOPMENT OF SOCIAL AND OCCUPATIONAL PERCEPTION IN RURAL AREAS. Delta County Joint School District 50. Project Number DPSC-68-6593. (ES 002 308: MF-0.50, HC-3.15)

Occupational Information and guidance will be offered to high school students in a rural 4-county area. A professional staff will collect films, slides, and related data and will assemble this material into instructional presentations designed to fill the needs of both education and business.

7. DICKMANN, Robert A. THE USE OF FUNCTIONAL JOB ANALYSIS AS AN AID TO PERSONNEL. American Personnel and Guidance Association, Washington, D.C.; Johns Hopkins University, Baltimore, Maryland; National Vocational Guidance Association, Washington, D.C., 1969. (ED 031 753: MF-0.25, HC-1.10, 20p.)

   Highlights of the use of FJA include: (1) inexperienced analysis can determine correct functional levels and weights easily, and (2) a performance appraisal instrument can be developed so ratings are made in direct relationship to functional profiles. Future directions include investigation of worker aptitudes, interests in relation to functional levels.

8. Droege, Robert C. EFFECTS OF APTITUDE-SCORE ADJUSTMENTS BY AGE CURVES ON PREDICTION OF JOB PERFORMANCE. Bureau of Employment Security (Dept. of Labor), 1967. (MF-0.25, HC-0.50, 8p.)

   This study was conducted by the United States Empliyment Service to examine one aspect of the interrelationship of aptitudes, job performance, and age--specifically, to determine the relative validity of unadjusted and age-adjusted General Aptitude Test Battery (GATB) aptitude scores for predicting occupational success.

9. Garbin, A.P.; and others. WORKER ADJUSTMENT--YOUTH IN TRANSITION FROM SCHOOL TO WORK, AN ANNOTATED BIBLIOGRAPHY OF RECENT LITERATURE. BIBLIOGRAPHY 2. Center for Vocational Education, Ohio State University, Columbus, 1968. (MF-0.75, HC-7.25, 143p.)

   In the course of designing an exploratory study of the major sociopsychological problems faced by youth (16 to 25 years old) in making the transition from school to work, this bibliography was prepared to meet the needs of both researchers and practioners and to fill a void in the literature.

10. Geddes, John Arrington. VOCATIONAL COUNSELING: OCCUPATIONAL EXPLORATION WITH THE Q-SORT. International University, U.S., 1968

    This study sought to improve the methodology of occupational exploration by comparing the preferences for various kinds of work tasks between a highly rated group of workers in an occupation and a group of students preparing to enter that occupation. A Q-Sort designed to measure the work tasks preference pattern for women in the occupation of cosmetology was selected as most appropriate for this kind of comparison.

11. Gorman, Robert E. A GUIDANCE PROJECT TO INVESTIGATE CHARACTERISTICS, BACK GROUND, AND JOB EXPERIENCES OF SUCCESSFUL AND UNSUCCESSFUL ENTRY WORKERS IN THREE SELECTED INDUSTRIES. FINAL REPORT. BR-6-2147. Montana University, Missoula, Montana State Dept. of Public Instruction, Dept. of Health, Education and Welfare, Helena, 1966. (MP 000 094: MF-0.25, HC-2.95, 57p.)

    The purposes were to (1) provide the participating counselors with on-the-job knowledge essential for engaging in more effective vocational counseling of secondary school students, and (2) present recommendations for personnel management in the cooperating industries for increasing the chances for success among entry workers.

12. Hamilton, J.A. VIDEO GROUP SOCIAL MODELS, GROUP STIMULUS MATERIALS AND CLIENT CHARACTERISTICS IN VOCATIONAL COUNSELING: AN EXPERIMENTAL STUDY. American Education Research Association, Washington, D.C., 1969. (ED 028 475: MF-0.25, HC-1.95, 37p.)

    Eleventh grade male students participated in this study designed to promote career information-seeking and information-processing behavior. Group social-modeling and modeling-discussion treatments were found to promote significantly more knowledge of and ability to stimulated career decision-making at one school. Structured stimulus materials and modeling-discussion were found to stimulate significantly more subject performance of actual career decision-making behaviors at a secondary school.

13. Hewer, Vivian H. EVALUATION OF A CRITERION: REALISM OF VOCATIONAL CHOICE. University of Minnesota.

    Seven to eight years following counseling, 80 former students responded to a questionnaire to determine the relationship between their current employment status and vocational choices made during counseling.

14. Hoerner, Harry J. and Stevenson, William W. THE EFFECTS OF ON-THE-JOB COUNSELING ON EMPLOYERS' RATING AND JOB SATISFACTION OF PERSONS TRAINED IN SELECTED OKLAHOMA MDTA CLASSES DURING 1967-1968. FINAL REPORT, Sept. 1968. Oklahoma State University, Stillwater. Research Foundation. BR-7-G-051. (ED 023 930 MF-0.75, HC-6.90, 136p.)

    This stidy revealed that counseling did not bring about a higher job satisfaction level on the part of counseled subjects when means of their test scores were tested against those not counseled.

15. Hoppock, Robert. "How to Use the New D.O.T. to Help the Client With No Occupational Preferences," Journal of Employment Counseling, 1969, 4(1), p.25.

    Presents step by step instructions for use of the D.O.T.

16. Hutchinson, Thomas E. LEVEL OF ASPIRATION AND MODELS APPLICABLE TO THE PROBLEM OF CHOICE OF CAREER. TECHNICAL MEMORANDUM 3. Information system for Vocational Decisions, Harvard University, Cambridge. (ED 015 494: MF-0.25, HC-1.56, 37p.)

    Centour analysis, as a means of providing information appropriate to individual career choice through vocational guidance, provides for variance in individual aspiration levels and meaningful dimensions of job satisfaction through use of flexibly determined subgroups.

17. Impellitteri, Joseph T. THE COMPUTER AS AN AID TO INSTRUCTION AND GUIDANCE IN THE SCHOOL. State University of New York, Ithaca, 1967. (Ed 020 529: MF-0.25, HC-1.20, 22P.)

    Computer applications in education are discussed in terms of (1) a dexcription of computer-assisted instruction (CAI) and counseling, (2) the number and types of computer-assisted developments, (3) the nature of the Penn State University program, (4) tentative results of experimentation using CAI, and (5) implications and projections for the future.

18. Impellitteri, Joseph T. THE DEVELOPMENT AND EVALUATION OF A PILOT COMPUTER-ASSISTED OCCUPATIONAL GUIDANCE PROGRAM (PROJECT NO. 16033, 17033, 18033) FINAL REPORT AND APPENDIXES. Pennsylvania State University, University Park, 1968. (ED 029 095: MF-2.00, HC-27.85, 555p.)

    The purpose of the system is three-fold: (1) to provide an easily up-dated individualized retrieval system of occupational information, (2) to develop a process whereby youth can develop an individualized framework of the occupational structures, and (3) to provide an experience for youth to acquire operational opportunities by simulated practice.

19. Impellitteri, Joseph T. EXPLORATION WITH A COMPUTER-ASSISTED OCCUPATIONAL GUIDANCE PROGRAM. American Educational Research Association, Washington, D.C., 1969. (ED 027 584: MF-0.25, HC-1.25, 23p.)

    This paper dexcribes an exploratory project of computer-assisted occupational guidance used with junior-high school boys. A student interacts with the computer system from a terminal composed of a typewriter-input and readout device, a tape recorder, and a slide projector.

20. Kilpatrick, Gordon. CHOOSING AN OCCUPATION WISELY--A PROPOSAL TO TAKE THE GUESSWORK OUT OF FUTURE VOCATIONAL GUIDANCE, 1968. (ED 020 718: MF-0.25, HC-1.40, 26p.)

    A systems approach is proposed to assess the student's abilities and interests by a battery of tests. The profile of his test scores is compared mathematically for best fit with statistical renditions of profiles of job requirements as determined by the test scores of sucessful practitioners in many jobs.

21. Mallinson, G.G. CHARACTERISTICS OF NON-COLLEGE VOCATIONALLY-ORIENTED SCHOOL LEAVERS AND GRADUATES. BR-5-0142. Western Michigan University, Kalamazoo, 1968. (ED 025 602: MF-0.50, HC-3.25, 63p.)

    The study was designed to investigate the socioeconomic backgrounds, the academic backgrounds, and the reactions of these non-college bound students to self, family and shcool. Further, it was designed to determine the occupational areas entered by the subjects, what vocational training they had experienced, and their reactions to such training.

22. Michie, Jack. DOMINANT FACTORS INFLUENCING THE EMPLOYMENT SUCCESS OF A SELECTED GROUP OF DISADVANTAGED YOUTH. California State Dept. of Education, Calf., Emery Unified School District, 1967. (ED 020 409: MF-0.50, HC-6.25, 123p.)

The objectives of the study were to determine the effect of vocational training, race, and social class upon the employment success of disadvantaged youth, and to identify both test data with predictive value and educators contributing to success.

23. Morgan, Janet. "A Study of Work Attitudes and Vocational Choice of Teenagers Enrolled in the Office of Economic Opportunity's Neighborhood Youth Corps," Journal of Employment Counseling, 1968, 5(4), 112-118.

Forty-eight teenagers enrolled in the In and Out-of-School Neighborhood Youth Corps were presented with a questionnaire concerning their jobs in the Neighborhood Youth Corp (NYC), how they felt about them, what their future vocational plans were and general background questions.

24. Olsen, L. C. & Venema, W. H. DEVELOPMENT OF A PROJECTIVE TECHNIQUE FOR OBTAINING EDUCATIONALLY USEFUL INFORMATION INDICATING PUPILS' ATTITUDES TOWARD WORK AND OCCUPATIONAL PLANS. FINAL REPORT. BR-7-0031. Washington State University, Pullman, 1968. (ED 022 960: MF-.25, HC-1.90, 36p.)

The purpose of this study was to develop as projective technique which would (1) identify youths' attitudes toward certain distributive, construction, service, and agricultural occupations, and (2) identify factors associated with occupational aspirations.

25. Perrella, Vera C. and Waldman, Elizabeth. OUT-OF-SCHOOL YOUTH--TWO YEARS LATER. SPECIAL LABOR FORCE REPORT. Department of Labor, Bureau of Labor Statistics, 1966. (ED 015 289: MF-0.25, HC-0.84, 19p.)

A Group of young men aged 16 to 21 who had been interviewed by the Bureau of the Census in a nation-wide sample study of the early work experience of out-of-school youth in 1963 were resurveyed in February 1965 to assess the relative socioeconomic progress of the dropouts and the graduates.

26. Peters, Herman J. And Others. SEVEN STEPS TO A CAREER IN SPACE SCIENCE AND TECHNOLOGY. Ohio State University, Columbus, Research Foundation, 1966. (ED 027 212: MF-.50, HC not available from EDRS. Available from Superintendent of Documents, Government Printing Office, Washington, D.C., 0.45).

This guidebook, containing ideas and suggestions to aid the student in making a career choice includes information about the space industry and about career opportunities in space science, engineering, and technology.

27. Peirson, Glen N. And Others. A REGIONAL CAREER INFORMATION CENTER, DEVELOPMENT AND PROCESS. BR-6-1620, 1967. (ED 015 260: MF-0.25, HC-0.40, 8p.)

The Center was established to collect, abstract, synthesize, produce, store, and idsseminate career information to high schools and junior colleges in San Diego County, California.

28. REPORT ON PROJECT CVIS (COMPUTERIZED VOCATIONAL INFORMATION SYSTEM). Willowbrook High School, Villa Park, Ill, Computerized Vocational Information System Project, 1969. (ED 029 331: MF-0.50, HC-3.85, 75p.)

    This system aims at teaching a decision making process in a way that interests students and allows counselors more time for counseling functions.

29. Ritter, T. PROJECT VISION: AN APPROACH TO A MODEL SYSTEM OF OCCUPATIONAL EMPLOYMENT INFORMATION. Indiana Manpower Research Association, Indianapolis 1967. (ED 021 258: MF-.25, HC-.80, 14p.)

    The aim of Project VISION is the development of a model system of local occupational and employment information involving current and prospective manpower resources and requirements.

30. Ryan, Charles W. "Innovations in Career Development," American Vocational Journal, 1969, 44(3), pp. 63-65.

    Presents review of current and promising curriculum practices grouped under: (1) gaming techniques; (2) computer systems; (3) video techniques; and (4) vocational tryout programs.

31. Severinsen, K. Norman. VOCATIONAL-EDUCATIONAL INFORMATION WORKSHOP FOR RURAL GUIDANCE WORKERS. BR-6-2208. Western Illinois University, Macomb, 1967. (ED 015 042: MF-0150, HC-4.16, 102p.)

    The objectives of this project were to up-date counselors concerning occupational information and to develop new approaches for disseminating vocational information.

32. STUDENT'S PERSONAL ADJUSTMENT TO WORK SUGGESTED PLANS FOR GROUP DISCUSSIONS IN VOCATIONAL INDUSTRIAL EDUCATION. VOLUME II. Texas University, Dept. of Industrial Education, Austin; Texas Education Agency, Industrial Education Division, Austin, 1963. (ED 016 765: Document not available from EDRS)

    Vocational teachers can use this study guide as an organized plan of developing appropriate discussion topics relative to job orientation in 2-year part-time classes.

33. SUPPLEMENTARY EDUCATIONAL SERVICES---INSTRUCTIONAL TELEVISION EDUCATIONAL EXPERIENCE DEVELOPMENT AND DISTRIBUTION. Unified School District, San Diego, Calif., Project Number DPSC-66-1249. (Information, Contact Dr. Harmon Kurtz, Special Projects Administrator, San Diego Unified School District, 4100 Normal Street, San Diego, Calif. 92103).

    Educational programing will be designed to promote new instructional classroom projects including: (1) specialized instruction for preschool children, (2) exploration of career-vocational opportunities for secondary pupils, (3) programs of an advanced and scientific nature, and (4) development of creativity in the learning process as applied to problem solving. Idea evaluation, and self-motivation at all levels of instruction.

34. TEACHER'S GUIDE TO SELF UNDERSTANDING THROUGH OCCUPATIONAL EXPLORATION (SUTOE). Oregon State Dept. of Education, Salem, Div. of Community Colleges and Vocational Education, 1968. (ED 024 965: MF-1.00, HC-10.00, 198p.)

    Self Understanding Through Occupational Exploration (SUTOE) is a one year course designed to assist ninth graders with educational and career planning.

35. Tiedeman, D. V. And Others. AN INFORMATION SYSTEM FOR VOCATIONAL DECISIONS. SIXTH QUARTERLY REPORT. BR-6-1819, Harvard University, Cambridge, Massachusetts, 1967. (ED 018 825: MF-0.50, HC-3.20, 62p.)

    The purpose of this report is to outline the major activities and accomplishments of the information system for vocational decisions during its sixth quarter (1 September 1967 to 30 November 1967) at Harvard University.

36. Tuckman, Bruce W, and Gillie, Angelo C. A STUDY OF THE ROLE OF THE COMMUNITY COLLEGE IN THE DEVELOPMENT OF SELF-AND OCCUPATIONAL-CONCEPTS. INTERIM REPORT. Rutgers, The State University, New Brunswick, N. J., Graduate School of Education, 1968. (ED 027 012: MF-0.25, HC-1.25, 23p.)

    It is hypothesized that students enrolled in technical programs will be aware of a wider variety, a more technical and higher level of occupation and will be inclined to see themselves as more able to attain these occupations than students who have gone into immediate employment upon graduation from high school.

37. Varenhorst, Barbara B. "Innovative Tool for Group Counseling: The Life Career Game," The School Counselor, 1968, 15(5), 357-362.

    The Life Career Game is the focus of this article. It is a simulation technique whereby teams of students attempt to plan the most satisfying life for a hypothetical student. Its adaptation for guidance purposes in group settings is described, and advantages of group counseling are delineated.

38. VOCATIONAL INFORMATION FOR EDUCATION AND WORK. BR0603046. Utah Research Coord. Unit for Vocational and Technical Education, Utah State Dept. of Employment Security. (ED 021 068: MF-2.00, HC-24.60, 490p.)

    The purpose of this volume is to provide a readily accessible source of vocational information which acquaints the high school student with a wide variety of jobs available in Utah, to give basic information about a given job.

39. Weaver, Charles F. ORIENTATION TO WORK FOR THE STUDENTS IN THE JUNIOR HIG SCHOOL. Colorado State University, Colorado, Fort Collins, 1968. (Ed 024 990: MF-0.25, HC-0.85, 15p.)

    The aim of the program is to eradicate the stigma which has long been attached to vocational education, and raise the status of technical education, so that parents and students alike will have a healthier outlook toward the work world.

40. COMPUTER-ASSISTED SYNTHESIS OF PSYCHOMETRIC DATA IN VOCATIONAL COUNSELING. American Psychological Association, Washington, D.C., 1968. (ED 025 787: MF-0.25, HC-.70, 12p.)

    This paper proposes computer assistance in the synthesis operation of vocational counseling. The computer would produce probabilities of satisfactoriness based on (1) the individual's unique pattern of vocational abilities, and (2) individual differences in ability requirements of various occupational evnironments.

41. White, Richard Hugh. COMPUTER GUIDANCE INFORMATION PROGRAM. University of Utah, 1968.

    This study explores a way in which a computer might be of assistance to counselors, by attempting to (a) design a computer guidance information program, (b) devise the necessary instrumentation and technical layout for data collection, (c) determine the cost of such a program to the individual school, (d) suggest possible program applications, (e) try out the program in an action research project, and (f) discuss how the research could be used as a guide for similar outside program development.

42. Winetordner, David W. ORIENTING STUDENTS TO THE WORLD OF WORK USING THE DATA-PEOPLE-THINGS CONCEPTUAL FRAMEWORK AND THE OHIO VOCATIONAL INTEREST SURVEY. American Personnel and Guidance Association, Washington, D.C., 1969. (ED 029 343: MF0.25, HC-1.10, 20p.)

    The Ohio Vocational Interest Survey (OVIS) has two aims: (1) to assist youth in understanding themselves in relation to the world of work and, (2) as a result, provide a background for career choice. To do so, OVIS provides a functional system for relating an individual's interests into broad homogeneous clusters of jobs.

43. WORLD OF WORK: GRADE NINE TEACHER'S GUIDE FOR THE SCHOOL YEAR 1967-1968. Minneapolis Public Schools, Minn., 1968. (ED 061 723: MF-0.25, HC-1.90, 36p.)

    This manual is designed to serve the classr-om teacher as a guide to the accompanying televised series of programs on the world of work. The Television Series is designed to give a broad overview of many occupations, by bringing into the classroom more than fifty "guests" from all levels of preparation: the semi-skilled, the skilled, the technical, and the professional.

44. Hansen, L. S. CAREER GUIDANCE PRACTICES IN SCHOOL AND COMMUNITY. Washington, D.C.; National Vocational Guidance Association, 1970, 188p.

    This monograph surveys and describes current vocational guidance practices according to the following categories: (1) principles, trends and concepts of career development, (2) practices and programs in the school, (3) coordinating school-community resources, (4) career guidance utilizing advanced media and technology, and (5) guidance and vocational education.